

APPENDIX A

Eastern Ontario Productivity and Innovation Symposium

On March 21, 2011 one hundred industry and community leaders gathered in Quinte West to:

- Discover the best practices and opportunities for improvement emerging from the EODP-sponsored Productivity/Innovation Jump Team assessments and Manufacturing Resource Centre results
- Create practical next steps for their plant and the broader community
- Learn how they could truly and substantially transform their organization as they become more productive and innovative

The facilitator was **Ian Percy** who is renowned for his depth of insight and his uplifting inspiration. He is a highly sought after motivational speaker and impactful business speaker, named one of the top 21 speakers for the 21st century by "**Successful Meetings**" magazine.



Ian engaged the participants to show them:

- A new way to think about the world and the infinite possibilities that surround them
- Practical ways to re-ignite and align energy throughout their organization so that literally everything is laser-focused on the highest possibilities
- How to sustain this incredible power to achieve outstanding results

What Manufacturing in Eastern Ontario Most Needs to Achieve Higher Levels of Prosperity (Ian Percy)

The following outcomes were derived from an exercise undertaken at the Eastern Ontario Productivity and Innovation Symposium by speaker and facilitator Ian Percy to identify what the manufacturing sector in Eastern Ontario most needed in order to make exponential leaps in productivity, innovation, influence, outreach and profitability.

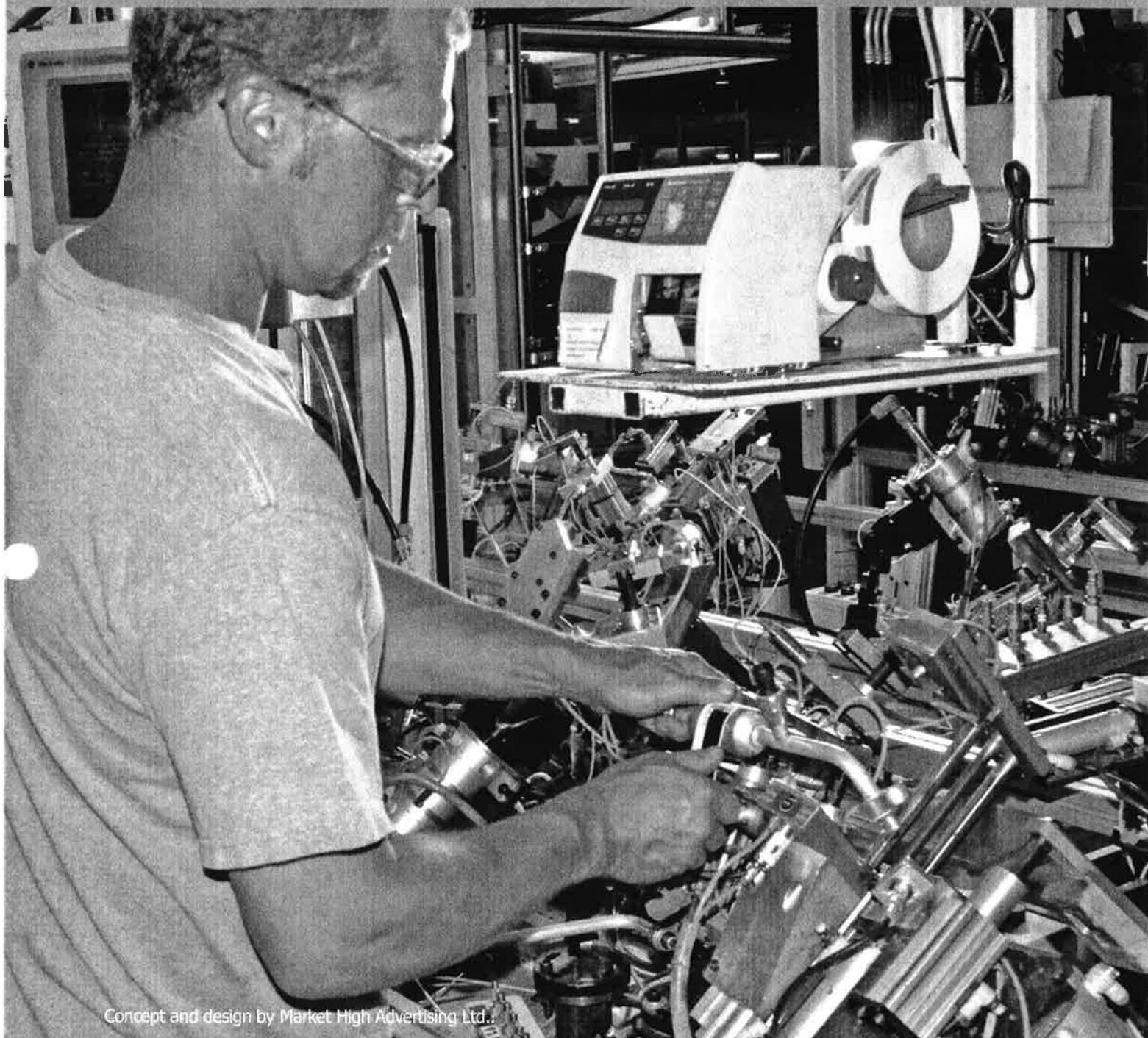
Three levels of focus were presented:

1. Mechanistic - the world of the imitators, just need to follow a system, have the right working parts;
2. Visionary – the world of the innovators, a sense of clarity of one's role in the world, a bigger picture of what is possible;
1. Energetic - the world of the inspired, people who see and access infinite possibilities rather than merely solving problems, life force, belief in our ability to change our circumstances and create a richly imagined future.

Symposium participants were asked to identify what was needed in their organizations to move substantially forward. After the results were collected they were assigned to the level(s) the group thought they related to.

- Direction (visionary)
- Desire (energetic)
- True Teamwork (energetic)
- Context and Perspective (visionary and energetic)
- Big Picture (visionary)
- Overcoming Fear (energetic)
- Success (energetic)
- True Collaboration (energetic)
- Motivation (energetic)
- Communication and Trust (energetic)
- Engagement (energetic)
- Collective Ambition (energetic)

The overall lesson is that almost all our greatest needs relate to the Energetic perspective with little or no felt urgency to work on the mechanistic - not that the mechanistic can't and shouldn't continually be improved. Yet almost all our efforts to transform circumstances are mechanistic efforts. This may be why they seldom produce sustainable results. When the energetic level is in focus, all levels benefit.



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